

## WELLNESS

### Airrosti

The City, in partnership with Airrosti Rehab Centers, invites medical plan members who suffer from back, neck, or other chronic pain or injuries to try a new treatment for aches, pains and muscle pulls to reduce the likelihood of surgery, pharmaceuticals, or injections. Take \$10 off your medical plan copay when you schedule an appointment.

1-800-404-6050 • [www.airrosti.com](http://www.airrosti.com)

### Compass

The City has hired Compass to serve as your personal healthcare advisor to help you understand and reap the full value of your healthcare benefits. Contact Compass for help with anything medical, dental, or vision.

1-800-513-1667 • [answers@compassphs.com](mailto:answers@compassphs.com)

### CVE Workout Facility

The CVE Fitness Room, located inside the Charles V. England Public Safety Training Complex, 310 College St., is FREE for all City employees.

**Hours:** 5:00 a.m.-8:00 p.m. (with the exception of 8:30 a.m.-9:30 a.m. for Police Academy participants only).

### Naturally Slim

Naturally Slim is a new way of losing weight—no foods to buy, no points to count. The method for success simply involves learning new techniques about how and when to eat. The program focuses on metabolic syndrome risk factors and is available each spring to eligible employees on the medical plan.

### Tobacco Surcharge

Beginning January 2017, employees who use tobacco and/or nicotine products will be subject to a monthly surcharge (amount to be determined). Random tobacco and nicotine testing will be conducted for those who attest to being non tobacco/nicotine users. Tobacco cessation programs (“Kick the Habit” and “Alere Quit for Life”) are currently offered to employees free of charge. For more information, call Human Resources at 972-237-8192 or visit the Raving Fans intranet.

### Employee Assistance Program: Magellan

You may call the EAP service 24 hours a day, seven days a week, to receive crisis counseling, referrals for face-to-face counseling, or referrals for child care or elder care services. EAP counselors specialize in short-term counseling and problem solving.

1-800-523-5668 • [www.magellanassist.com](http://www.magellanassist.com)

## COMMUNITY DONATIONS

### Welfare Fund

The Employee Welfare Fund is made up of City employees who donate a portion of their earnings to help fellow employees during hard times.

**Funding:** Voluntary deductions from employee paychecks.

**Guidelines:** Employees receiving assistance must be contributing to the fund at least six months before receiving assistance.

### Lone Star Park Charitable Foundation

The Lone Star Park Charitable Foundation (LSPCF), a 501(c)(3) non-profit organization, allows you to help those in need and all funds go directly to Grand Prairie charities. The City offers our employee family the opportunity to give through automatic payroll deductions. A form is available from Human Resources.

## RETIREMENT AND SAVING

### Texas Municipal Retirement System

The City participates in TMRS, a statewide retirement system, effective the first day of employment for employees who are scheduled to work at least 1,000 hours annually. Employees are required to contribute 7% of salary on a pre-tax basis. The City’s plan provides five-year vesting and 2-to-1 matching of contributions. The City’s TMRS plan also includes:

- Retirement at any age with 25 years of service (or age 60 with at least 5 years of service).
- Partial lump-sum distribution at retirement.
- Disability retirement for those disabled from their position.

1-800-924-8677 • [www.MyTMRS.com](http://www.MyTMRS.com)

## DEFERRED COMPENSATION

You may also choose to save for the future with a 457 deferred compensation plan. Employees may select from two different deferred compensation plans.

### ICMA Retirement Corporation

1-877-313-8316 • [www.icmarc.org](http://www.icmarc.org)

### Nationwide Retirement Solutions

1-877-677-3678 • [www.nrsforu.com](http://www.nrsforu.com)

# 2016 CITY OF GRAND PRAIRIE EMPLOYEE BENEFITS

## Human Resources

318 W. Main St.  
Grand Prairie, TX 75050  
Phone: 972-237-8192  
Fax: 972-237-8286

Grand  
Prairie  
TEXAS

## FLEXIBLE SPENDING ACCOUNTS

### Health Care Account

When you enroll in a health care account, you will be issued a benefit card from Conexis that works much like a debit card. When you use the card for payment, the payment amount is automatically deducted from your eligible annual amount. You can use the benefit card to pay for eligible expenses that aren’t covered by your insurance or your spouse’s insurance plans, such as medical and dental plan deductibles, vision expenses, co-insurance amounts, pharmacy copays, physician copays.

For an expense to be eligible, you must receive the service in the same year that you made the contribution to the account and while you were actually participating. At times you may be asked to submit a receipt in order to meet IRS guidelines.

### Dependent Care Account (Day Care)

You can use this account to reimburse yourself for certain dependent care expenses:

- Care for children under age 13 who qualify as dependents on your federal tax return.
- Care for your spouse or child of any age who is physically or mentally incapable of taking care of himself or herself.
- Care for other family members who are physically or mentally incapable of self support and who qualify as dependents on your federal tax return.
- Expenses you submit for reimbursement must be for care provided so you (and your spouse, if you’re married) can work, look for work, or attend school on a full time basis.

For more information on either of the previous benefits, please contact a Conexis representative:

1-866-279-8385 • [mybenefits.conexis.com](http://mybenefits.conexis.com)



## LIFE INSURANCE

### Basic and Additional Life Insurance

The City provides basic life insurance for you *and* offers additional coverage options at your cost should you want more protection for you and/or your family. If you are a new hire, you may elect optional life insurance during your initial enrollment in multiples of your salary (1x, 2x or 3x) not to exceed \$350,000 in coverage. Your spouse may elect up to \$50,000 in coverage without submitting proof of good health.

### Accidental Death & Dismemberment (AD&D)

Accidental Death and Dismemberment (AD&D) is an additional benefit you and your spouse may purchase as a new hire or during annual enrollment. AD&D provides an additional 1, 2, 3, 4 or 5x your base pay in the event you die as a result of an accident while your coverage is in effect. AD&D also provides some partial benefits if you are severely injured in an accident based on the nature of your qualifying injury in accordance with plan guidelines. AD&D may be purchased for \$.02 per \$1,000 of your salary, which costs you only a few dollars per pay period if you choose extra protection. Your spouse may purchase AD&D at \$.02 per \$1,000 up to \$350,000 or no more than 100 percent of the employee AD&D election.

### Long-Term Disability

The City provides you with a source of income during these difficult times. The Long Term Disability (LTD) Plan helps protect you and your family. Contact Human Resources with any questions you may have.

## VOLUNTARY BENEFITS

### Accident Insurance

Accident Insurance is designed to help see you through each stage of care. This plan provides benefits for initial care and treatment, in addition to the follow-up care you may need.

### Critical Illness

Critical Illness Insurance pays a lump sum benefit upon diagnosis of a specified critical illness for you to use where it's needed most. Coverage is available for you, your spouse or your dependent children. Conditions include heart attack (myocardial infarction), transplant as the result of heart failure, stroke and bypass surgery as the result of coronary artery disease.

### Cancer Care

Help protect you and your family from the high cost of cancer treatment with Group Cancer Insurance from Colonial Life & Accident Insurance Company (Colonial) so that you can concentrate on what is most important—your care.

Questions on voluntary benefits? Contact our Colonial Life representative: Melinda Allbritton • 817-992-0262

## MEDICAL PLAN

The City of Grand Prairie allows employees to choose medical benefits that best fit the needs of them and their family. UnitedHealthcare offers a great personalized website to help you understand your medical benefits, check on claims status, inform you of health/wellness information, and to print temporary ID cards when necessary at [www.myuhc.com](http://www.myuhc.com).

BENEFIT	GOLD You Pay...	SILVER You Pay...	BRONZE You Pay...
<b>Co-Insurance</b>	10%	15%	20%
<b>Calendar Year Deductible</b>	\$500 Ind/\$1,500 Family	\$1,000 Ind/\$3,000 Family	\$1,500 Ind/\$4,500 Family
<b>Out-of-Pocket Limit</b>	\$3,000 Ind/\$6,000 Family	\$4,000 Ind/\$8,000 Family	\$5,000 Ind/\$10,000 Family
<b>Lifetime Maximum</b>	NO Maximum	NO Maximum	NO Maximum
<b>In Network Doctor Visits</b>			
Primary Care Office Visit	\$25	\$30	\$35
Specialist Visit	\$35	\$40	\$45
<b>Office Lab/X-Ray</b>	10% after deductible	15% after deductible	20% after deductible
<b>Major Medical/Surgery</b>	10% after deductible	15% after deductible	20% after deductible
<b>Emergency Room</b>	10% after deductible	15% after deductible	20% after deductible
<b>Ambulance</b>	10% after deductible	15% after deductible	20% after deductible
<b>Urgent Care Facility</b>	\$65 copay	\$70 copay	\$75 copay
<b>Bariatric Surgery</b>	20% after deductible	20% after deductible	20% after deductible
<b>Mental Health Inpatient</b>	10% after deductible	15% after deductible	20% after deductible
<b>Mental Health Outpatient</b>	\$35 copay	\$40 copay	\$45 copay
<b>Pharmacy - Local</b>	30-day supply	30-day supply	30-day supply
Rx Deductible	\$100 Ind/\$300 Family	\$100 Ind/\$300 Family	\$100 Ind/\$300 Family
Generic (tier1)	\$10	\$10	\$10
Brand (tier2)	\$30	\$30	\$30
Non-Formulary (tier3)	\$50	\$50	\$50
<b>Mail Order</b>	90-day supply	90-day supply	90-day supply
Generic (tier1)	\$20	\$20	\$20
Brand (tier2)	\$60	\$60	\$70
Non-Formulary (tier3)	\$100	\$100	\$100

## MEDICAL RATES

GOLD PLAN		SILVER PLAN		BRONZE PLAN	
COVERAGE	YOUR MONTHLY COST	COVERAGE	YOUR MONTHLY COST	COVERAGE	YOUR MONTHLY COST
Employee Only	\$148.00	Employee Only	\$72.00	Employee Only	\$34.00
Employee + Spouse	\$415.00	Employee + Spouse	\$241.00	Employee + Spouse	\$171.00
Employee + Children	\$326.00	Employee + Children	\$190.00	Employee + Children	\$112.00
Employee + Family	\$672.00	Employee + Family	\$413.00	Employee + Family	\$270.00

## DENTAL PLANS

### MetLife

The City offers employees a choice of two MetLife Dental plans. The **Dental HMO** plan requires you to use an in-network dentist along with the following:

- No deductible and no claims to file
- No annual or lifetime max
- Pay pre-determined copays only
- Orthodontia covered for children and adults

1-800-880-1800 • [www.metlife.com/mybenefits](http://www.metlife.com/mybenefits)

The **Dental PPO** plan allows you to use the dentist of your choice:

- Preventive Services 100% covered
- General Services 80% covered
- Major Services 50% covered
- Orthodontia 50% covered
- Annual Max \$1,500
- Ortho Lifetime Max \$1,500
- Annual Deductible \$50 ind. / \$150 family

1-800-GET-MET8 • [www.metlife.com/mybenefits](http://www.metlife.com/mybenefits)

Monthly Premiums	DHMO	DPPO
Employee Only	\$7.28	\$36.86
Employee + Spouse	\$13.84	\$72.82
Employee + Children	\$16.02	\$76.42
Employee + Family	\$23.68	\$132.16

### Quality Care Dental

QCD is a plan designed to provide you with dental benefits at a discounted rate. This is not an insurance company. You must use QCD network dentists, including specialists. When you go to the dentist, you will be charged a fee for each procedure done in accordance to the schedule of benefits.

1-800-229-0304 • [www.qcdofamerica.com](http://www.qcdofamerica.com)

## VISION PLAN

### Superior Vision

Each eligible employee may elect to participate in the Superior Vision Program. You choose the level of coverage appropriate for you and your family's needs.

- Basic Vision: Annual comprehensive eye exam
- Buy Up Vision: Annual comprehensive eye exam + materials

1-800-507-3800 • [www.superiorvision.com](http://www.superiorvision.com)

Monthly Premiums	Basic Vision	Buy Up Vision
Employee Only	\$1.98	\$7.24
Employee + Spouse	\$3.94	\$14.56
Employee + Children	\$3.58	\$12.72
Employee + Family	\$5.90	\$21.36